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**"The leadership instinct you are born with is the backbone. You develop the funny bone and the wishbone that go with it."**

— Elaine Agather

# Free Speech

VOLUME 3, ISSUE 5

MARCH 2008

## Women in US History

**M**arch is Women's History Month. Women of every race and class have made contributions that have helped shape and strengthen this country.

One of the leaders of the American woman's suffrage was Victoria Claflin Woodhull. As a representative of this movement, she was nonetheless a powerful and controversial woman. However, she is most famous for her nomination by the Equal Rights Party for the United States Presidency in 1872. Woodhull's experience as a lobbyist and businesswoman taught her how to penetrate the all-male domain of national politics.

Susan B Anthony was arrested



for casting an illegal vote in the presidential election of 1872. She was tried and then fined \$100 but refused to pay. She was dedicated to woman's suffrage.

Votes for women were first seriously proposed in the United States in July, 1848, at the Seneca Falls Woman's Rights Convention. Charlotte Woodward attended that convention at the age of nineteen. In 1920, when women finally won the vote throughout the nation, Charlotte Woodward was the only participant at the 1848 Convention who was still alive to cast her vote at age eighty-one.

Some women did legally vote and hold public office prior to 1920. Susanna M. Salter was elected Mayor of Argonia, KS in 1887,

and Jeannette Rankin of MT was elected to Congress in 1916.

Since 1920, women have come a long way, but, still a long ways to go. Some contend that Laura Play and Cora W. Stuart of KY were possible Presidential nominees for the Democratic Party in 1920 and Margaret Chase Smith was the possible nominee for the Republican Party in 1964.

In 2005, Dr. Condoleezza Rice became the 66th Secretary of State. She stated at the White House Conference on the Americas that: "The eyes of the world have always turned to the Americas, and now they turn to us again. Today, as in centuries past, we embody not only the dreams of our citizens, but also the dreams of people across the globe . . ."

## Making a Difference Moment

**D**o you know someone who has leadership skills that makes a difference to the success of your division, program or group? Is this person a risk taker, embraces learning, listens to new ideas, supports talents of others, creates visions, empowers others to reach farther, emphasizes individual responsibility and connects with people — heart & soul? Does this person go the "extra mile" at work and in the community for others?

ICCW established the Excellence in Leadership Awards (ELA) in 1999 to honor three individuals who have fully participated by becoming a leader, who recognize the value of women in the workplace, and actively encourage women to move forward and upward.

If you know of an individual in the private, public or state government sector that deserves recognition now is the time to nominate him or her.

Nomination packets are available

on the ICCW web site at <http://www.mdt.mt.gov/iccw/ela/shtml>.

Electronic and hard copies are also available and can be requested by e-mailing [brusek@mt.gov](mailto:brusek@mt.gov). Deadline for Nominations is Wednesday, April 9, 2008. Nominees must be present to win. ICCW and award presenter Lt. Governor John Bohlinger will host the 10th Annual 2008 Excellence in Leadership Awards on May 21, 2008 in Room 317, in the State Capitol Building, Helena.

## Celebrating Women

"Women are inherently leaders," states Jennifer Perez-Cole, Coordinator of the Office of Indian Affairs. "They need to realize their potential and that obstacles could be overcome." Jennifer, 30, is an enrolled member of the Assiniboine Tribe of the Fort Belknap Indian Community and a descendant of the Fort Peck Assiniboine Tribe. Jennifer is a former editor of the Fort Belknap News. She enjoyed listening to her peoples' stories, giving them a voice by highlighting their youth the elderly, and tribal government. She also worked as a reporter for the Great Falls Tribune.

Today, Jennifer loves what she is doing. "It is an honor", she says humbly. Jennifer knows that what

she is doing is making a difference. As a reporter she was listening, but, today she does more speaking. Jennifer spends a fair amount of time as an advisor to the Governor, and to the Governor's American Indian Nations Council (GAIN). Her office is instrumental in preparation of the Tribal Relations Report, Governor's Tribal Leaders Summit and the state employees' tribal training each year. Her office is also responsible for keeping all tribal information current: their structure, history, tribal councils, tribal courts and the tribal colleges. Jennifer is also responsible for preparing a monthly column for the

Governor, which still gives her the opportunity to doing some writing.

Jennifer states that relations with the Indian Tribes have improved with the current administration. She states that this is a new era for economic development, increasing human resources, and natural resources, and promoting small businesses. She states that there is more potential for young Indian women to rise and make a difference today.

Jennifer and her husband, Skip, have two children. She enjoys spending her evenings with her family and cooking. They enjoy traveling to powwows and rodeos throughout Montana.



Jennifer Perez-Cole  
Coordinator of the  
Office of Indian Affairs

## "Freedom's Sisters"

Ford Motor Company and the Smithsonian are presenting an exhibition called "Freedom's Sisters" that will tour the US for three years. This is a unique civil rights exhibit, which includes video installations that tell stories of Harriet Tubman, Mary McLeod Bethune, Septima Poinsette Clark, Fannie Lou Hamer, Dorothy Height, Coretta Scott King, Rosa Parks, and 13 other women leaders. Kevin Frazier of Entertainment Tonight hosted "Freedom's Sisters" this month at the opening at the Cincinnati Museum Center. Frazier's great-grandmother was Sep-

tima Poinsette Clark, who is known as the "Grandmother of the American Civil Rights Movement". Much of our national memory of the civil rights movement is embodied by male figureheads whose visibility in boycotts, legal proceedings, and mass demonstrations dominated newspaper and television coverage in the 1950s and '60s. Missing from that picture is a group of extraordinary women who, while less prominent in the media, shaped much of the spirit and substance of civil rights in America, just as their mothers and grandmothers had done for decades.

Most historians date the beginning of the modern civil rights movement in the United States on December 1, 1955. That was the day when an unknown seamstress in Montgomery, AL refused to give up her bus seat to a white passenger. Rosa Parks just three months prior had attended a workshop by Septima Clark in TN to teach blacks to read and write to pass literacy tests for eligibility to register to vote. Upon her death at age 92, Parks was the first woman in American history to lie in state at the Capitol, an honor usually reserved for Presidents of the United States.

*"I have a great belief in the fact that whenever there is chaos, it creates wonderful thinking. I consider chaos a gift."*

— Septima Poinsette Clark

## Test Your Knowledge

The National Women's History Project has posted "Test Your Knowledge of Women's History". It is a 31 question test found at <http://www.nwhp.org/whm/test.php>. Here is our little test. All of these

women have been mentioned in the articles of this issue. Who is this woman? This is Rosa Parks. (2/14/13—10/24/05)



How about this woman from MT? This is Jeannette Rankin, born in Missoula (6/11/1880—5/16/73)

Who is this Senator from ME? This is Margaret Chase Smith, born in Skowhegan, ME (12/14/1897—5/28/95)



And how about the first woman mayor of Kansas? This is Susanna M. Salter, born in Lamira, OH (3/2/1860—3/17/61)



Who founded the Bethune-Cookman University of Daytona Beach, FL? This would be Mary McLeod Bethune (7/10/1875—5/18/55)



I don't believe people are looking for the meaning of life as much as they are looking for the experience of being alive."

— Joseph Campbell



2008 Candidate Forum  
May 6, 2008

<http://www.mdt.mt.gov/iccw/resources>

## The Luck of the Irish

**Y**ou don't have to be Irish to enjoy St.

Patrick's Day on March 17th. Hope there is a pot of gold at the end of your rainbow.

But did you know that March 3rd was National Anthem Day — Congress adopted The Star Spangled Banner as our national anthem. The words were written by Francis Scott Key and music by John



Stafford Smith (1814). March 8th, International (Working) Women's Day is sponsored by the United Nations. The first International Women's Day was originally held on March 19, 1911. March 9th, Employee Appreciation Day — if the boss can get a Bosses Day, then it's only fair and appropriate that the employee gets a day in their honor. March 11th, Johnny Appleseed Day — John "Appleseed" Chapman traveled west, planting



apple seeds along the way & the legend grew. March 14th, National Pi Day — because 3.14, the value of Pi. March 16th, Freedom of Information Day, which was the birth date of James Madison, the 4th president of the USA. Madison was recognized as the "Father of the Constitution" and the chief author of the "Bill of Rights". The Freedom of Information Act was passed into law in 1966. March 20th, International Earth Day was founded by John McConnell of Davis City, Iowa.

## Upcoming Events

**V**arious subcommittees are working on or supporting the following events:

**Events Subcommittee:** 2008 Candidate Forum to be held on May 6, 2008 at the Staggering Ox from 6:00 PM to 9:00 PM prior to Montana's primary election in June. The candidates, depending on the number that will be in attendance, will be able to give a brief synopsis of their positions and then answer questions. Refreshments will be served.

**Work-Life Balance Subcommittee:** Race for the Cure is scheduled for May 17, 2008 to start on the Capitol Campus. More information to follow in the coming weeks.



**ELA Subcommittee:** The Excellence in Leadership Awards ceremony is scheduled for May 21, 2008 at the Capitol in Room 317. Lt. Governor Bohlinger will be presenting the awards.



Nomination packets are available on our website at: [www.mdt.mt.gov/iccw/](http://www.mdt.mt.gov/iccw/). Nomination packets are due no later than Wednesday, April 9, 2008.

Stay tuned for additional information regarding ICCW events.

## Training Resources

**T**he newest addition to our resource library is the following 7 CD set:

**12 Secrets to High Self-Esteem** — There are valuable personal benefits to knowing what you want out of life. But just knowing isn't enough. You have to act in your own best interests. Others won't do it for you. Larson brings new awareness of the

inner obstacles you may have allowed to get in the way of your success or happiness. She gives you the tools and tactics you need to positively change the ways you see yourself, present yourself, and allow others to treat you. When you've finished this program, you'll have a set of goals and directions to use throughout your life as support and reinforcement to be hap-

pier, healthier, more prosperous and fulfilled. Larson's powerful real-life examples of her triumph over tremendous obstacles help you better appreciate what you have and understand that you can make your life a true reflection of your finest and best qualities.

Seven CDs, workbook in PDF format included on CD#7.

## ICCW

INTERAGENCY COMMITTEE FOR CHANGE BY WOMEN

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Creating positive change for all state employees by promoting the full participation of women in state government.



## Tentative Schedule for 2007-2008 1:30 PM to 3:00 PM And Other Events

April 17, 2008	DEQ, Room 112
May 6, 2008	2008 Candidate Forum
May 17, 2008	Race for the Cure
May 21, 2008	ELA, Capitol, Room 317
June 19, 2008	Rotunda, Capitol

General Meetings will occur for the first 30 minutes of business. Subcommittee meetings will occur for the remaining 1 hour. Please make plans to attend the 1 1/2 hour session.

Send stories or leads to  
[bbessey@mt.gov](mailto:bbessey@mt.gov)

## History of National Women's History Month

As of recently as the 1970's, women's history was virtually an unknown topic in the K-12 curriculum or in general public consciousness. To address this situation, the Education Task Force of the Sonoma County (CA) Commission on the Status of Women initiated a "Women's History Week" celebration for 1978. National Women's History Project (NWHP) chose the week of March 8 to make International Women's Day the focal point of the observation. The activities that were held met with enthusiastic response, and within a few years dozens of schools planned special programs for Women's History Week, over one-hundred community women participated in the Community Resource Women Project, an annual "Real Woman" Essay Contest drew hundreds of entries, and NWHP was staging a marvelous annual parade and program in downtown Santa Rosa, CA.

As word spread rapidly across the nation, state departments of education encouraged celebrations of National Women's History Week as an effective means to achieving equity goals within classrooms. Maryland, Pennsylvania, New York, Oregon, Alaska, and other states developed and distributed curriculum materials in all of their schools. Organizations sponsored essay contests and other special programs in their local areas. Within a few years, thousands of schools and communities were celebrating National Women's History Week, supported and encouraged by resolutions from governors, city councils, school boards, and the U.S. Congress.

In 1987, the NWHP petitioned Congress to expand the national celebration to the entire month of March. Since then, the National Women's History Month Resolution has been approved with bipartisan support in both the House and Senate. Each

year, programs and activities in schools, workplaces, and communities have become more extensive as information and program ideas have been developed and shared.

The popularity of women's history celebrations has sparked a new interest in uncovering women's forgotten heritage. The Women's Progress Commission will soon begin hearings to ascertain appropriate methods for identifying and then preserving sites of importance to American women's history. In many areas, state historical societies, women's organizations, and groups, such as the Girl Scouts of the USA have worked together to develop joint programs. Under the guidance of the NWHP, educators, workplace program planners, parents and community organizations in thousands of American communities have turned this celebrating into a springboard for celebrating women's history all year 'round.

For the complete article, please visit:  
[www.nwhp.org/whm/history.php](http://www.nwhp.org/whm/history.php)